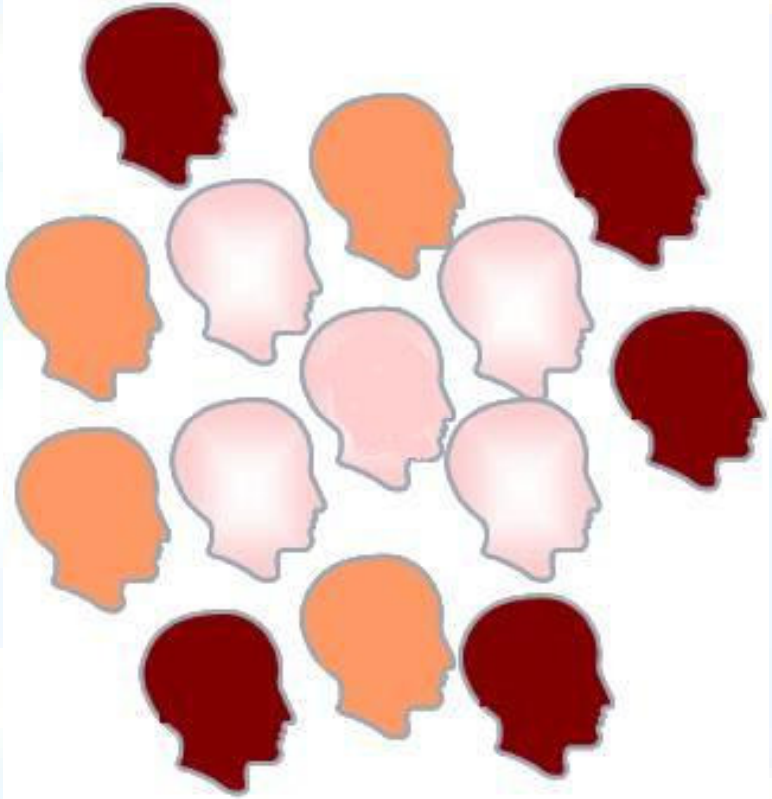
LIVING OUR VALUES



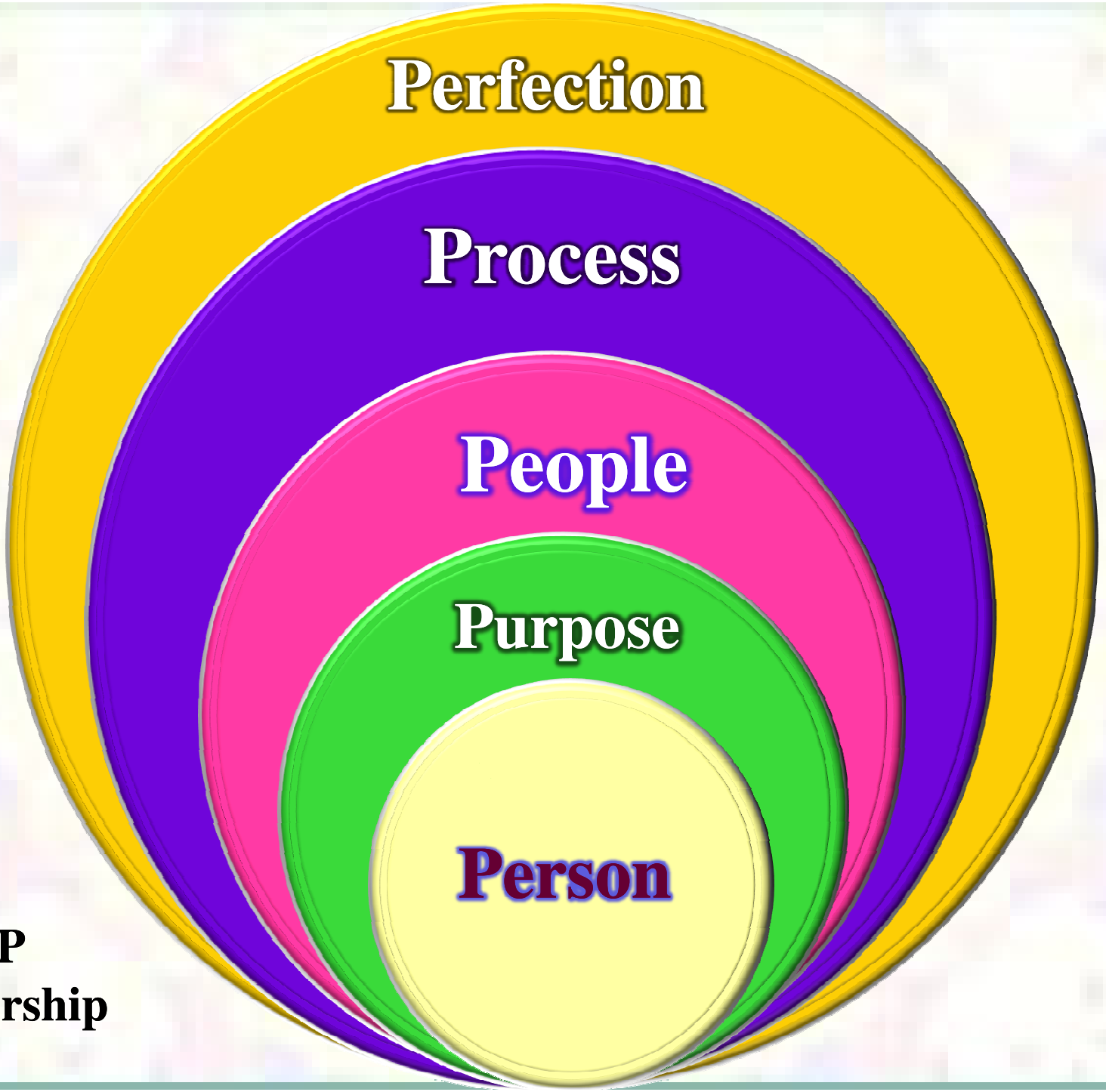
RESPCTING INDIVIDUALS

Concept Sharing

Picture a tree in your mind

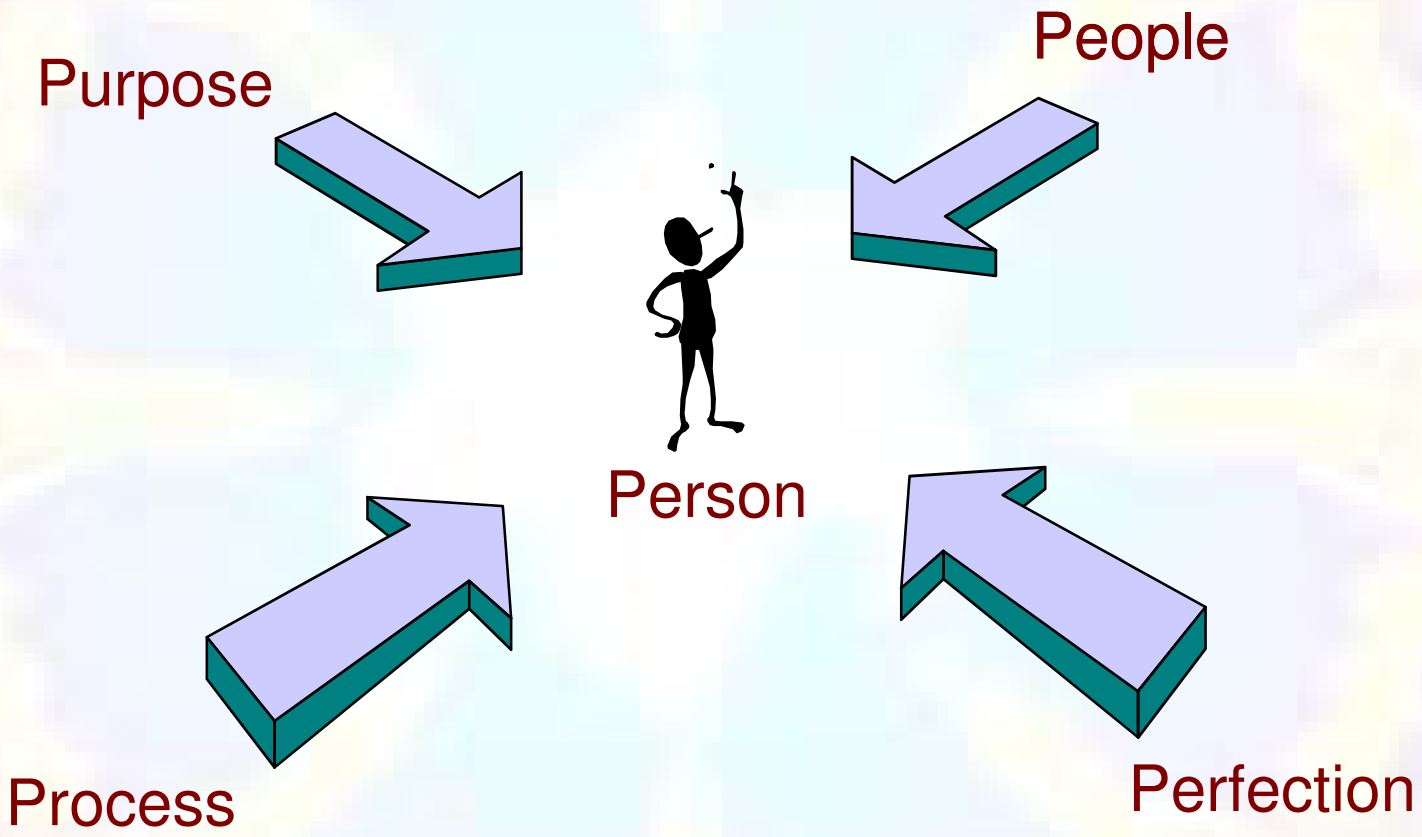
This is what you pictured . Is this a complete tree?

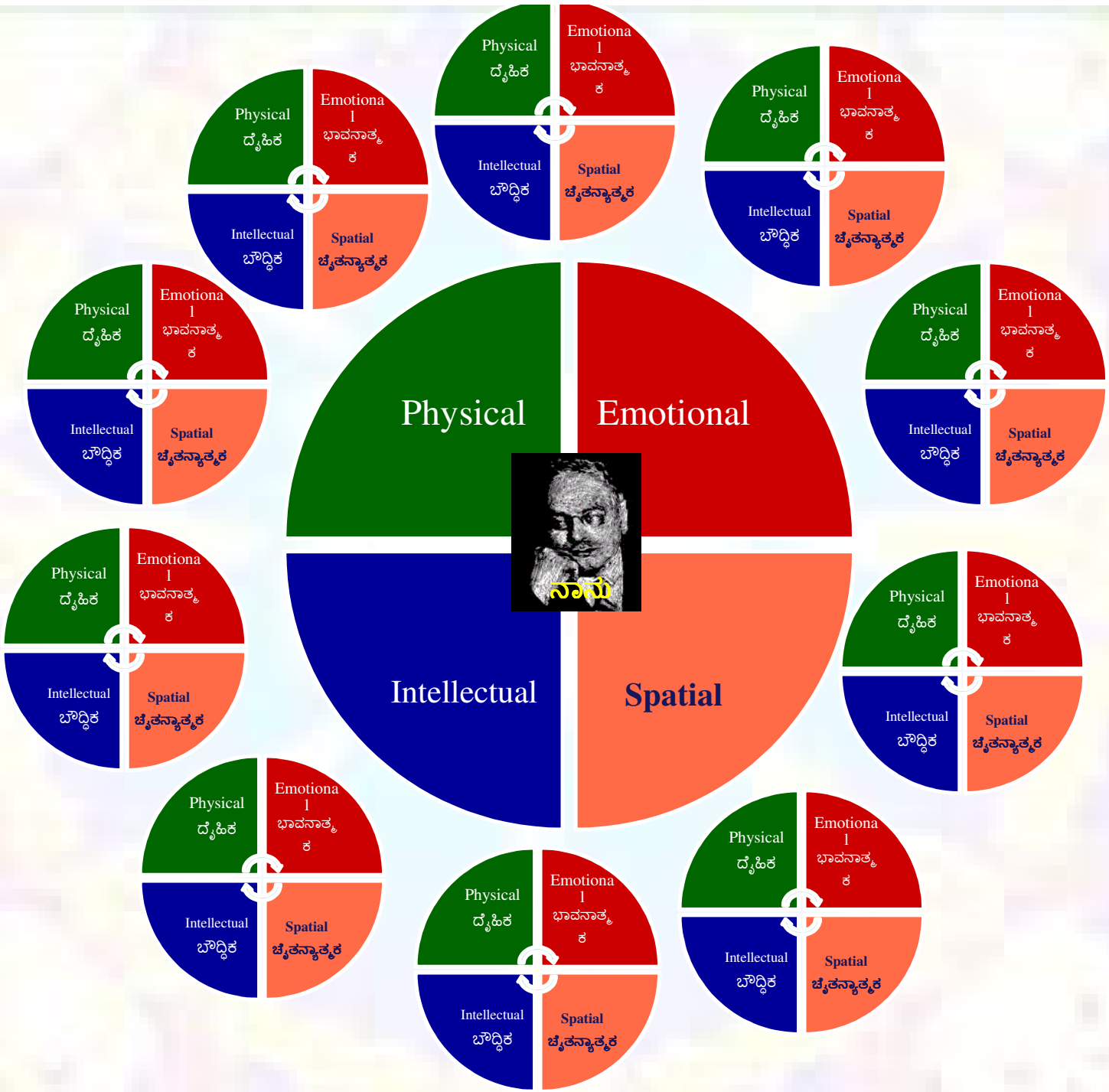
A Complete tree ….



5 P Leadership

5 Ps are integrated….




Physical
ದೈಹಿಕ
Emotional
ಭಾವನಾತ್ಮಕ
Intellectual
ಬೌದ್ಧಿಕ
Spatial
ಚೈತನ್ಯಾತ್ಮಕ
ನಾನು

Respecting individuals

Person

SELF
BELIEF
POINT OF VIEW
EMOTIONS
ANGER
TYRANNY
WHAT CAN YOU CHANGE
WHAT YOU CAN NOT CHANGE

People

INTIMACY
CONFLICT WITH OTHERS
I AND THE EYE
DIOLOGUE AT WORK
SCAPEGOAT
HUMILIATION
COMPASSION
RELATIONSHIP

Purpose

DIGNITY
ABUNDANCE
IMPULSE CONTROL
RECIPROCITY

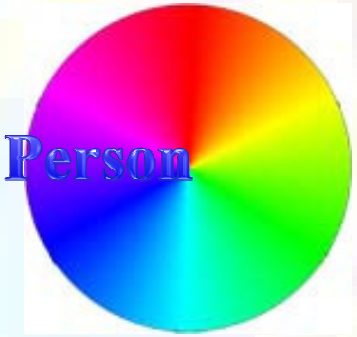
Process

TONE OF COMMUNICATION
AMYGDALA ATTACK
SPACE OF CONSTRAINTS
CONGRUENCE

Perfection

RESPECT
EMPATHY
TRUSTING OTHERS
COPING
SEEING THE UNSEEN

Respecting individuals



SELF

BELIEF

POINT OF VIEW

EMOTIONS

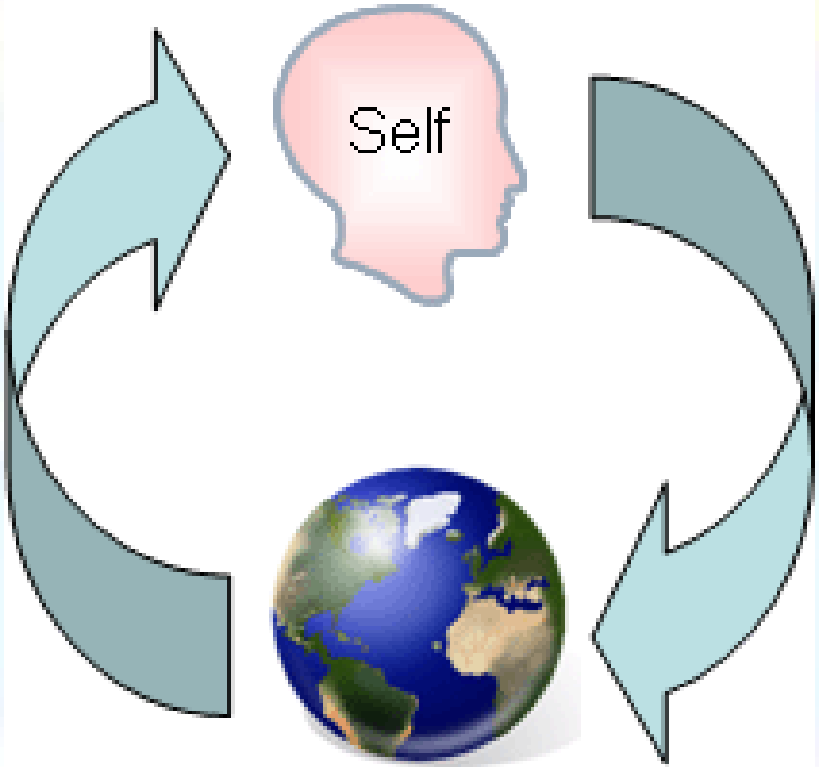
ANGER

TYRANNY

WHAT CAN YOU CHANGE

WHAT YOU CAN NOT CHANGE

What you perceive
changes your self



What you do
changes the world

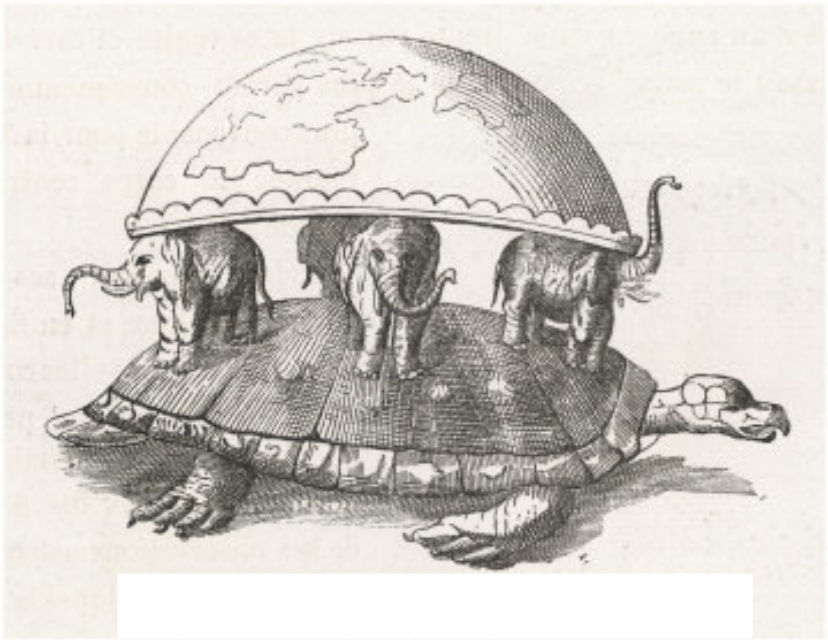
Self

Seeing things from your own point of view is always easier.

We judge others based on behaviour and we judge ourselves based on intent.

We develop our 'self-symbols' and look for people who match it.

We are close to people who seem most like yourself.



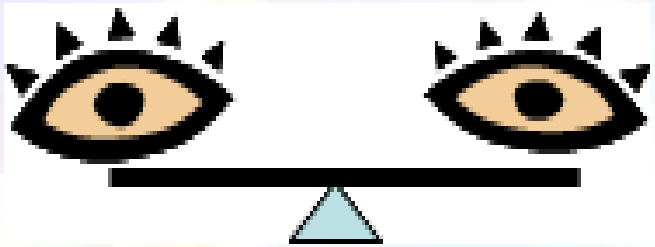
Belief

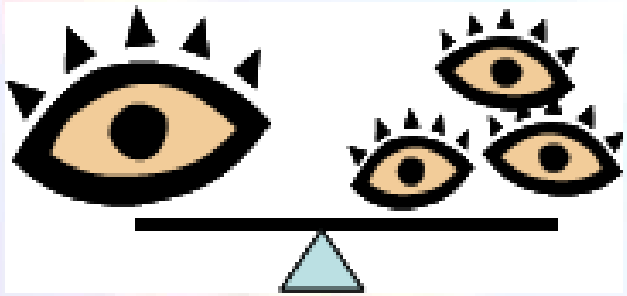
What we accept as true..

Many people profess beliefs that are obviously false. Here are some of the more destructive and common examples:

I had no choice.
He made me do it.
That's just how I am.
It's all my parent's fault.
It's all *your* fault.
If we don't talk about it the issue will disappear.
Denial is a solution.

Point of View





Our own point of view is always complete, valid and important than that of others.

Weight differs for our viewpoint compared to viewpoint of others.

If one person disagrees with you, perhaps you will discount that contrary viewpoint.

but if two or three people express differing views, you will consider and adopt their viewpoints.

Surprise, Disgust, contempt, Fear

Joy, Sadness, Anger

Emotions

Spontaneous arousal of mental state often accompanied by physiological changes

Reactions include anger, anxiety or love with an impulse to fight or flight

Once we become conscious that we are in the grip of an emotion, we can reappraise the situation.

Anger

Emotion resulting in perceived loss. An urgent plea for action. Venting violently. We must overcome our immediate impulse to lash out and do harm. Controlled anger channelled in positive direction motivates constructive changes.

Tyranny

The abusing power.

My goal is important than yours. Reflection of Apathy and Arrogance.

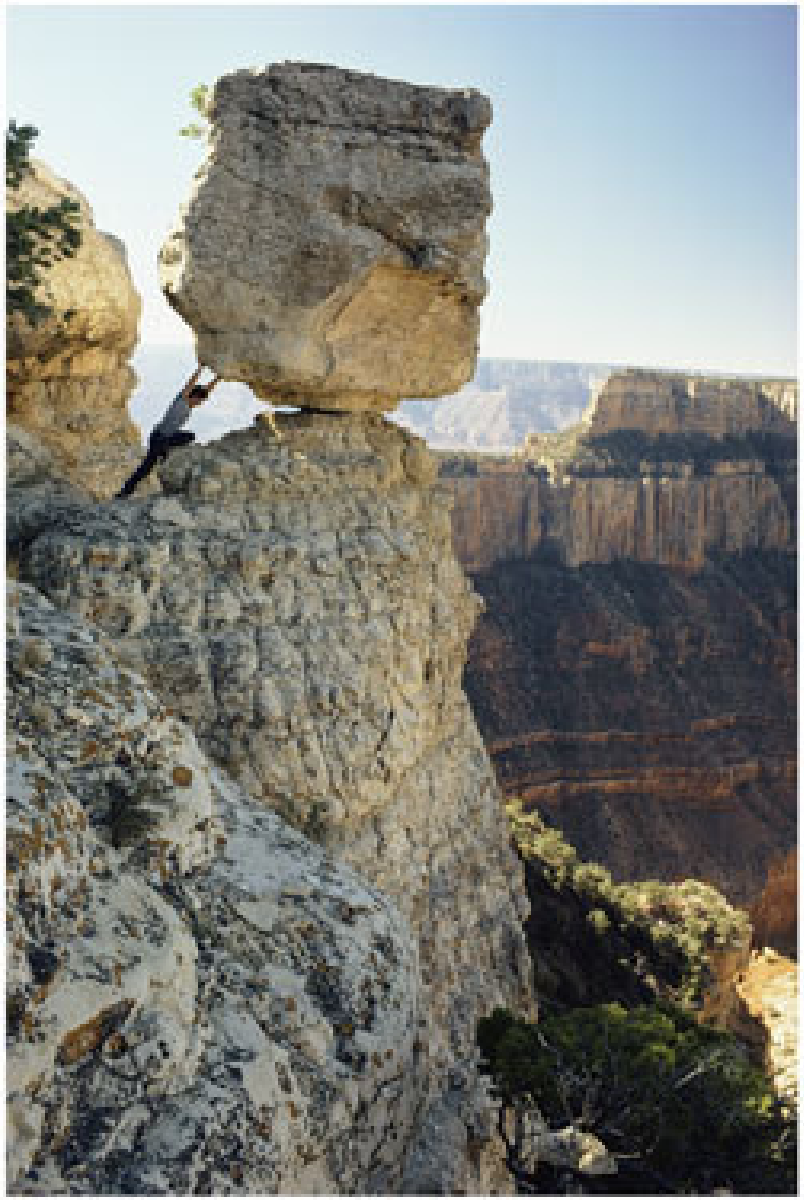
A harsh and arbitrary demand based on self importance.

It leads to oppression and sustained humiliation of the group of people.

Causes: Egotism, low self esteem, psychopath

What can you change?

- Your habits
- Your preparation and planning
- Impulse control
- Your present/future behaviour
- Your quality of response to others
- How you spend your time
- How you apply your talents
- Learn new competencies
- Your manner which annoys others
- How you use your power
- Deciding to do your best or less than your best



Things you cannot change

You can’t change your past and history.

You cannot change laws of physics, weather, human nature, personality traits and other person’s strong belief

Recognize and accept what you cannot change and move on with your life.

Respecting individuals

Purpose

DIGNITY

ABUNDANCE

IMPULSE CONTROL

RECIPROCITY

The purpose of life is to live it, to taste experience to the utmost, to reach out eagerly and without fear for newer and richer experience.

(Eleanor Roosevelt)

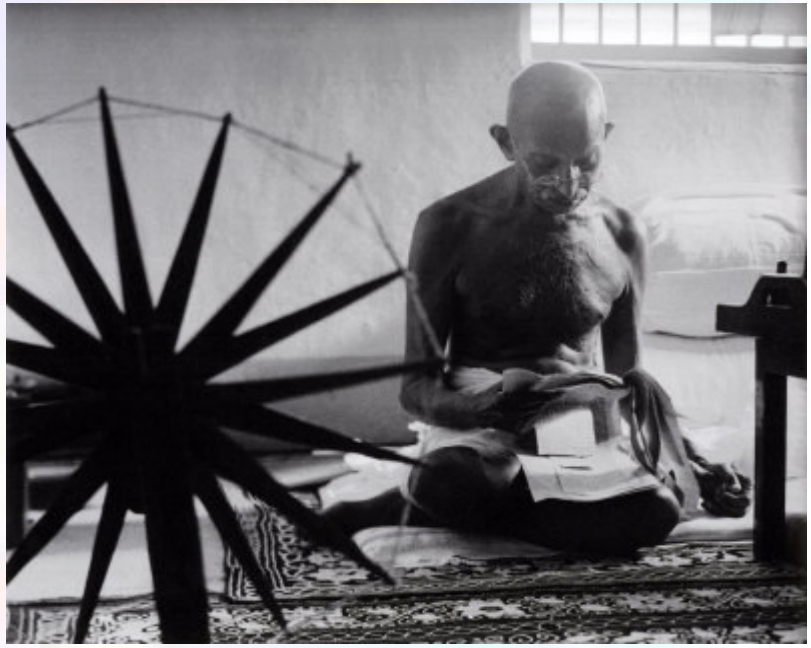
Dignity

Unalienable birthright of every human.

The quality of worth and honor intrinsic to every person.

Unaccomplished infant gets worthy care, attention and respect.

Distinguishes human BEING and human DOING



Abundance

Everything is available plenty for our need and not for our Greed.
Speak up and speak out about what you want and expect from the relationship. End the trespassing and assert your right to dignity, respect, and freedom.

Impulse control

Ability to suppress immediate temptation being committed to goals and values.

Ordering dessert despite goal of losing weight.

Yield to the moment jeopardizing long-term goals for some immediate satisfaction

Reciprocity

Humans return favour and also extract revenge.

Fair exchange is an important principle; it holds employees together to form a broader morality.

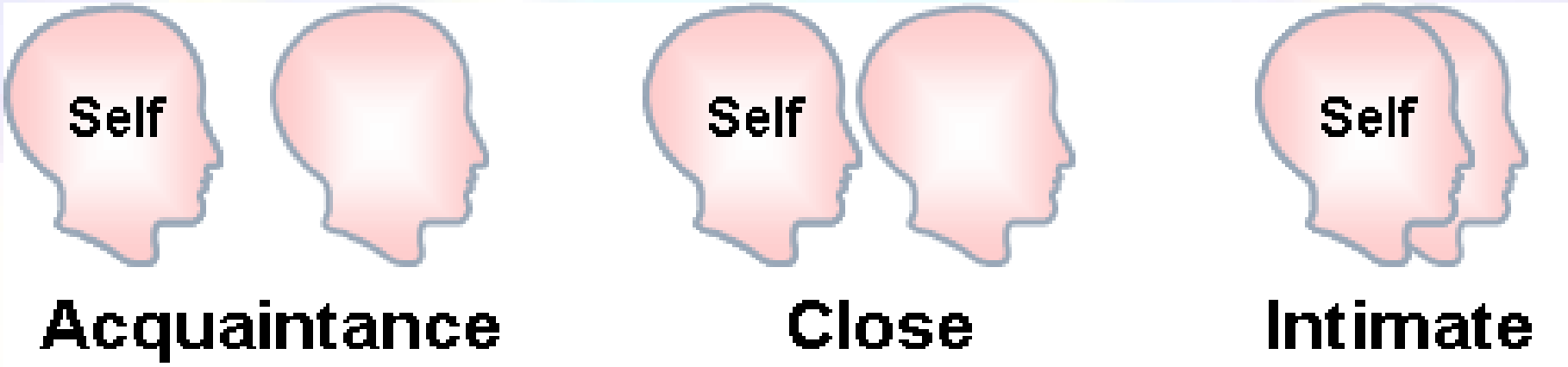
RESPECTING INDIVIDUALS

People ಜನಸಮುದಾಯ

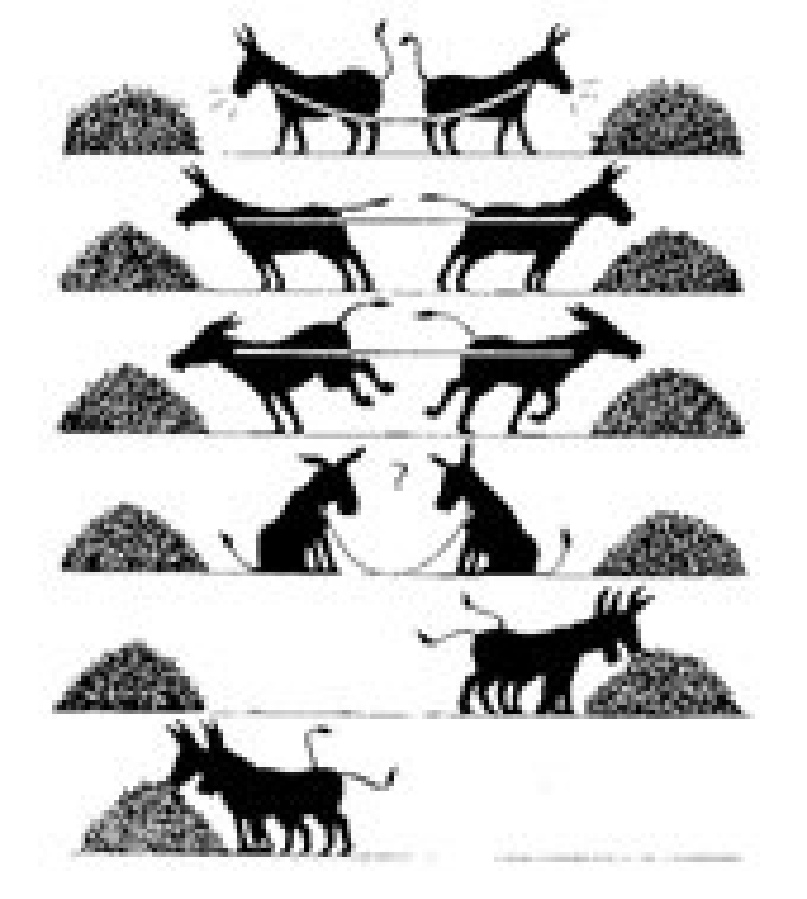
INTIMACY, CONFLICT WITH OTHERS, I AND THE EYE, dialogue AT WORK,
SCAPEGOAT, HUMILIATION, COMPASSION, RELATIONSHIP

ಆತ್ಮೀಯತೆ - ಘರ್ಷಣೆ - ತನ್ನ ನೋಟ - ಸಂವಾದ - ಬಲಿಪಶು - ತೇಜೋವಧೆ - ಕರುಣೆ - ಸಂಬಂಧ

Intimacy



A close association leading to detailed knowledge and understanding of another person



Conflicts with others

We face conflict often as we encounter contradictory goals.

Emotions rooted in conflict are Fear, Anxiety, Anger, Guilt and blame.

I and the Eye

Egotists, and others with high self-appraisals dismiss all but overwhelming evidence contrary to their point of view.

Dialogue

While thinking together, meaning flows freely and we learn by that transformation called Dialogue.

Dialogue of thinking together emerge with genuine empathetic listening and respect for relationship

There is sincere inquiry and suspension of judgment.

It is an activity of curiosity, co-operation, creativity and discovery

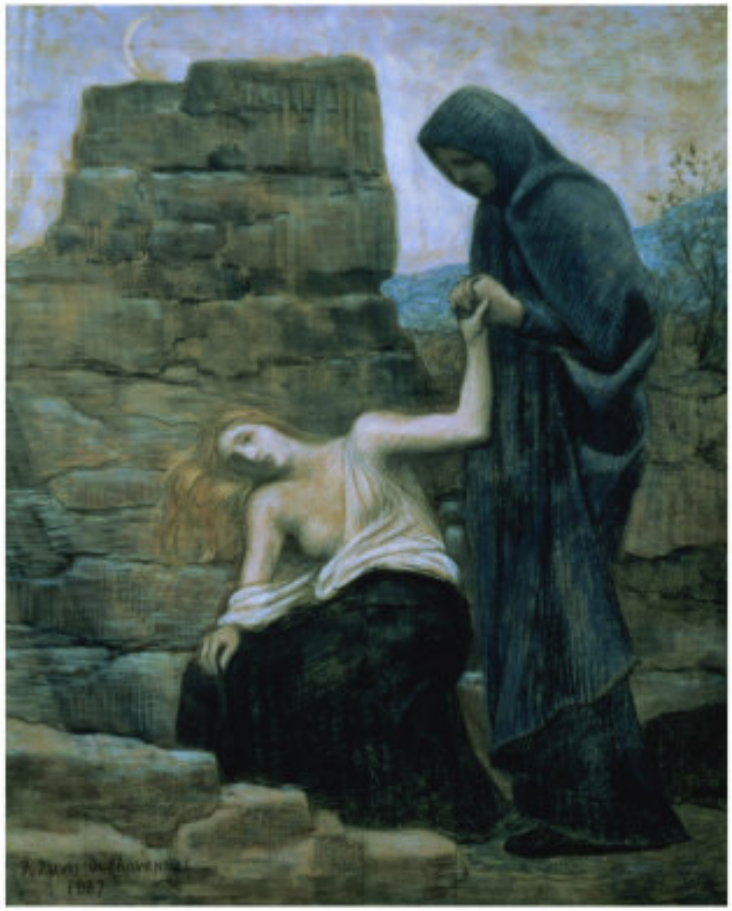
Scapegoat

Blaming a Victim for your/department's misfortune. A victim chosen within the organization is sacrificed for your department's misfortune. Nazis holocaust idea: 'Eliminating the Jews would eliminate problems' – it lead to an example of genocide

Humiliation

No one likes to be treated as dirt
An unfair act of insulting, ego
bruising and hurt of pride making
one to feel powerless.

Humility is recognising and accepting
our limitations based on an accurate
and modest estimate of our
importance and significance.



Compassion

It is about getting touched and concerned by the suffering of another unfortunate person.

Compassionate person wants to relive the pain of others to see them safe and secure.

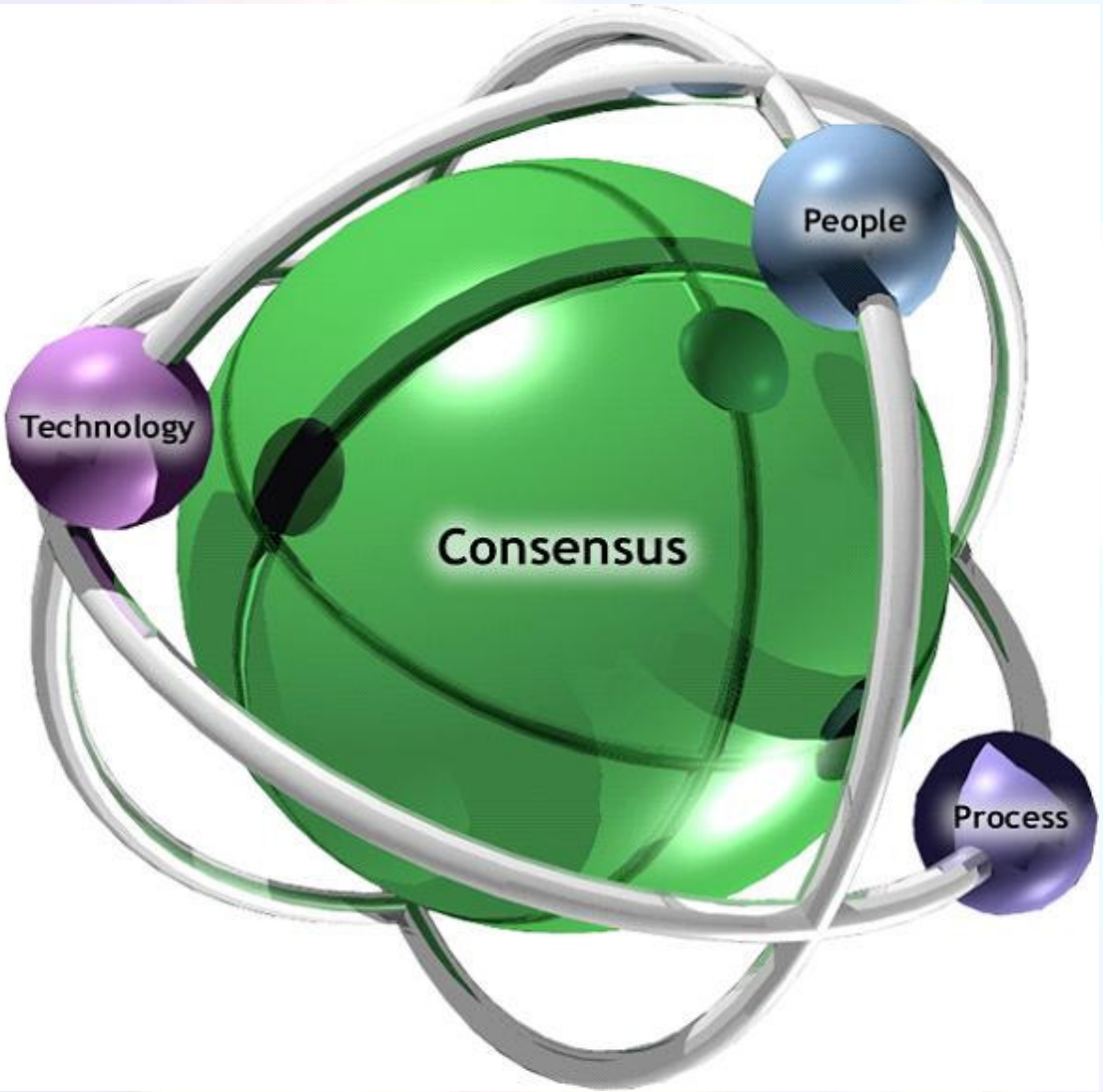
Relationship

The history of interactions between two or more people. Mutual relationship involves openness and emotional availability.

Coming out of ‘one-up’ and ‘one-down’ status. Balancing between rational and emotional.

Quality of communication contributes to quality of relationship.

Respecting individuals



Process

TONE OF COMMUNICATION

AMYGDALA ATTACK

SPACE OF CONSTRAINTS

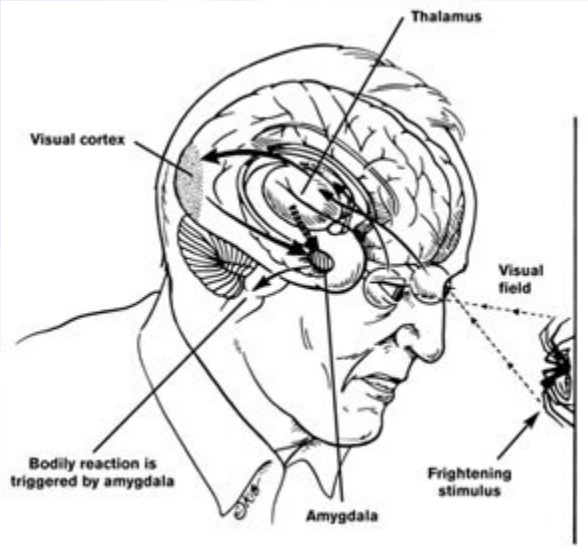
CONGRUENCE

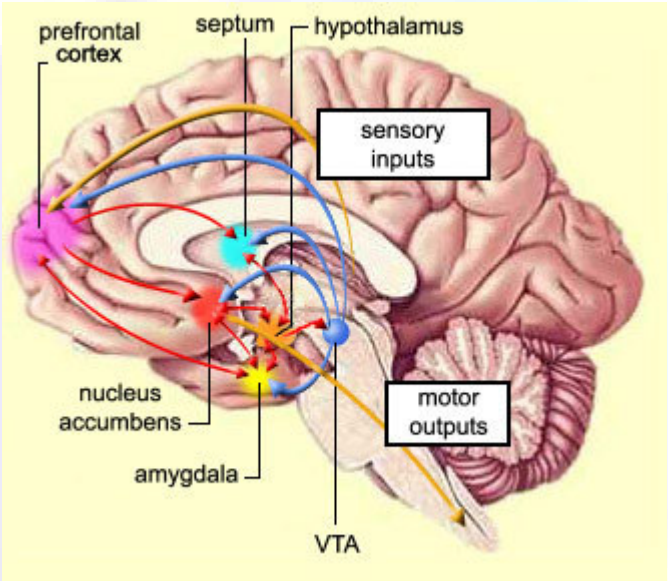
Tone of Communication

Distinct styles and power stance of relationship with semantics of message

Must avoid: ‘I have power and you don’t. What I want and need are important, your needs are not.’

Tones: Responsive, confident, sarcasm, attack, kindly, helpful, cruelly, needy, careful, careless, impatient, quick, slow, distracted, demanding, attentive



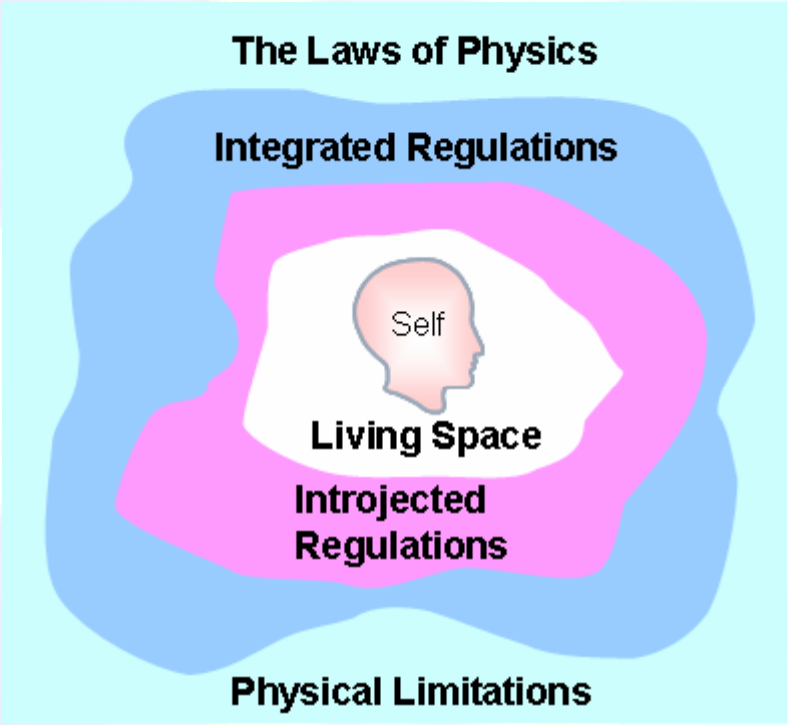


Amygdala Attack

Amygdala, the emotional center of our brain initiates physiological actions of fight, flight or freeze by releasing stress hormones.

In the process, Autonomic Nervous System is energized to activate increased blood pressure, increased heart rate, and sweating…. And if we suddenly see a long thin cylindrical object, we defend against a snake attack even before we become conscious of snake..

Space of Constraints



The laws of physics constrain us to walk, run, or jump without eating and sleeping.

Integrated regulations might include our decisions to obey the law, brush our teeth, hold a job, help a friend, return a favour, keep promises.

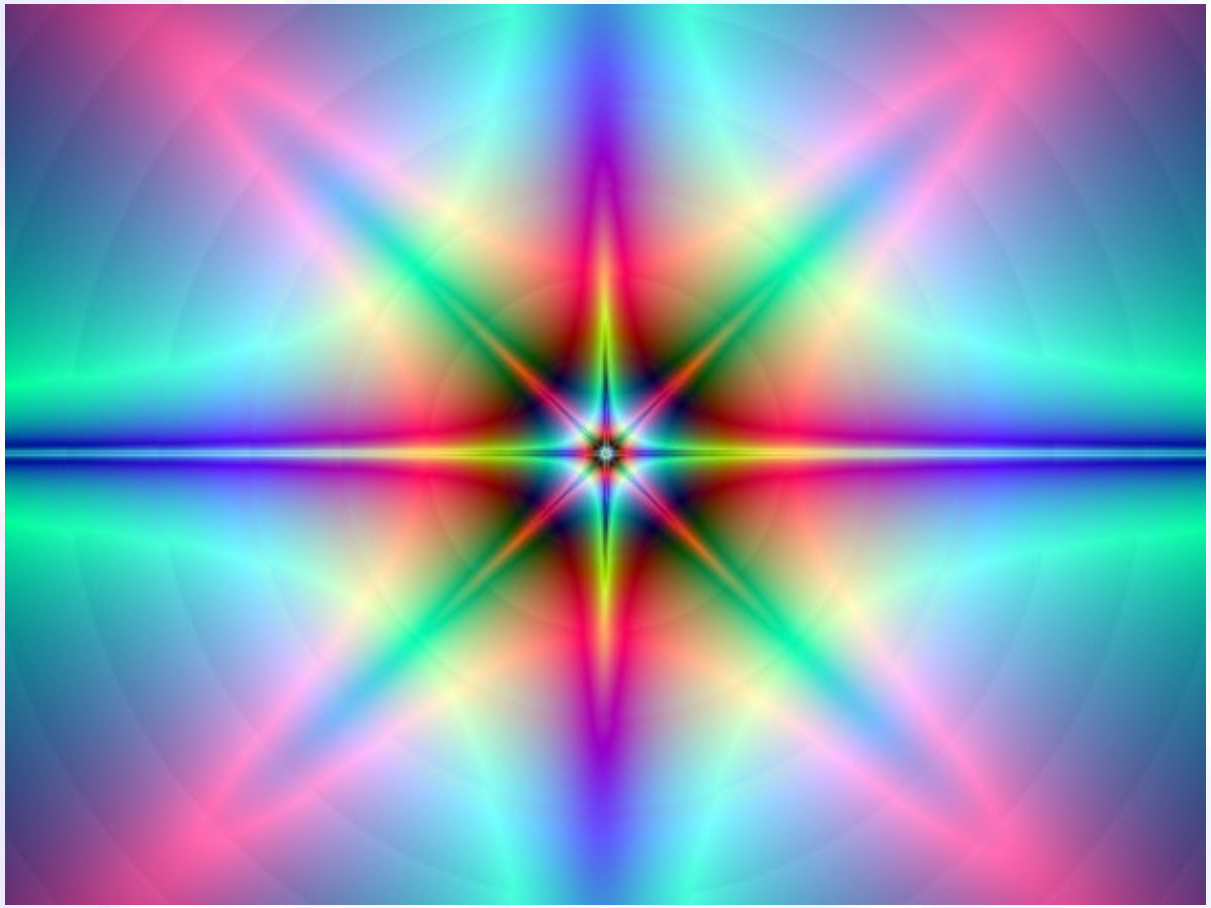
Introjected regulations come from our autonomous choice. These introjected regulations crowd out the living space and may leave you trapped

Congruence

Refers to alignment amongst various elements of a System.

Workplace congruence is fuelled by mutual trust, responsibility, autonomy, apology, forgiveness, dignity, humility and authentic behaviour

Respecting individuals



Perfection

RESPECT

EMPATHY

TRUSTING OTHERS

COPING

SEEING THE UNSEEN

Respect

You respect others when you sincerely recognise their humanity, worth and significance.

Respect is action of giving positive attention to fellow beings.

Avoiding, withholding or manipulating responses are signs of disrespect, which is a precursor to hate.

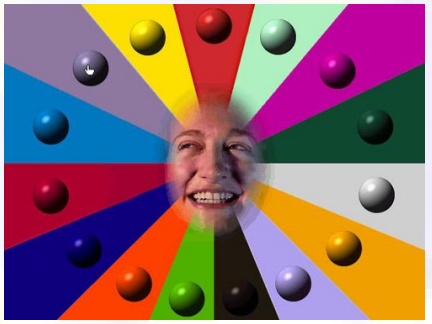
Respectful relationships are mutual and reciprocal.

Empathy

It is a deep appreciation for another's situation and point of view.
Having empathy but not acting from empathy leads to Guilt

Golden Rule: Treat others as you want to be treated.

Platinum Rule: Treat others as they want to be treated.



Trusting Others

It is a deep assurance of feeling often based on inconclusive evidence.

Trust form the basis for social interactions and reciprocity. It is essential for planning and working together

Speak carefully, accurately, clearly and honest to gain and sustain trust. Understand what is being proposed, described , discussed and expected.

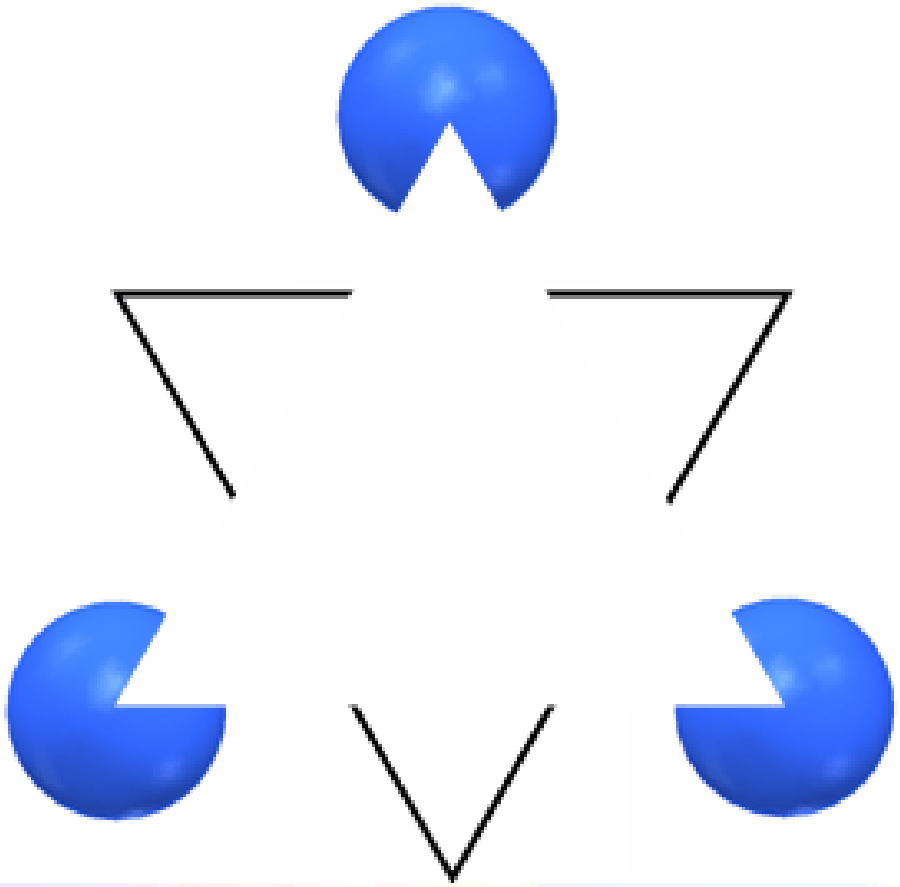
Coping

A human approach to people problems.

It is the ability to respond to a loss or suffering.

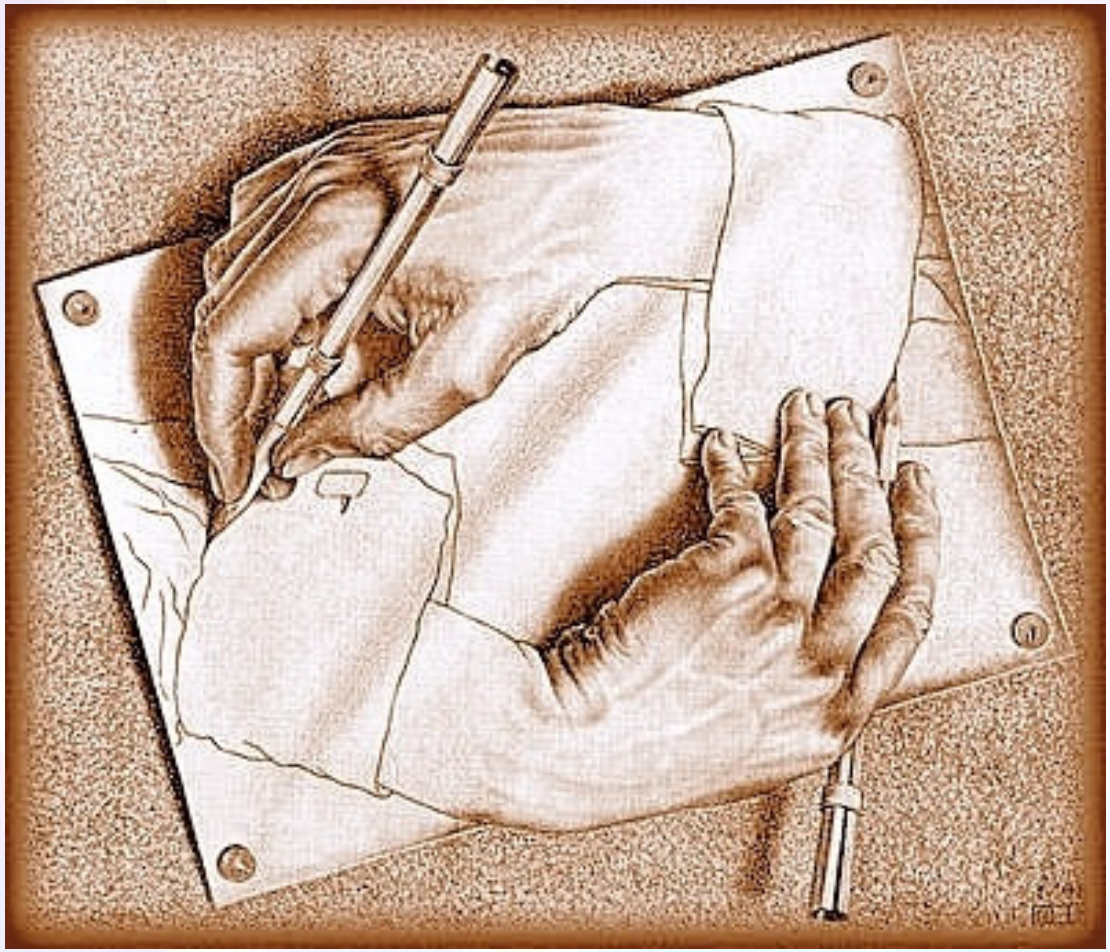
It needs an effort to regulate one's feeling and actions.

It is about addressing accompanying emotions.



Seeing that doesn't exist

Thought associations are *learned responses* or our interactions. They bring to mind objects that do not exist, like this Kanizsa triangle: Through conscientious effort they can be unlearned



SHOWING RESPECT FOR OTHERS SHOWS RESPECT FOR YOURSELF.

LIVING OUR VALUES

Thank You

Concept and Module Development:
M. R.Chandramowly